

**HOPKINS ROYALS BOYS BASKETBALL ASSOCIATION**  
**Board Meeting Minutes**  
**October 11, 2017**  
**Minnetonka Community Center / 7:00 – 9:00 PM**



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Meeting Attendance:

Tim Omdahl	Renee Oertli	Dana Johnson	Amara Chesson
Amara Chesson	Kim Lampe	Stacie Saunders	
Justin White	Joan Frenz	Tony Corwin	
Curtis Smith	Lydia Kabaka		
Shauna Becker			

Members absent: Rob Finney, Nicole Schachtman, Gregg Schaefer, & Tim Hoffman

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**Call to order/Minutes/Agenda Review:**

Meeting called to order at 7:08p.m. Meeting minutes updated and approved for September board meeting.

**Open Board Positions:**

We have two people, Sara Mausser and Pat Eiden, that are interested in the Webmaster position. The board explored having two people to take over the position due to the amount of work that it is for one person. The position would be split up into doing the communication blast, homepage, and calendar and the other person doing schedules and team pages. The fundraising position is still currently open.

**Tryouts**

Tryouts went smoothly overall and there was an increase in registration for the year. The increased advertising with yard signs and social media blasts helped increase participation. We also had a discussion about extended tryouts for 4<sup>th</sup> and 5<sup>th</sup> grade and whether we need to reevaluate that process going forward. There are still items that we need to continue to work on and improve.

Action Item: Joan will form a sub-committee with with Shauna, Renee and Justin and report back to the board.

**Presidents Update (Tim O.):**

Tim was approached by a parent to offer Wednesday night training sessions for players in the program for \$25.00 per session throughout the session. Board was not in favor with moving forward with this option.

Action Item: Tim will follow up with the parent.

**Vice President's Update (Dana)**

Revisions to policy and guidelines are tabled until the next meeting.

**Registration (Kim)**

Kim is currently working on getting refunds back to families after tryouts and issuing checks. She will work with Tim in getting this process completed by the next meeting date. The board also recommended that we look at a drop down menu for registration to flag out of district participants for next year.

**Player Development (Joan)**

This year we will have three 4<sup>th</sup> grade teams in order to continue to grow the program and provide a wider range of opportunities to kids. The board also decided to approve a policy change for families with multiple children in the program to receive a reduced rate for registration. We had one player that submitted and was approved for a MYSA waiver for the season.

Action Item: Dana will write up the official policy and submit it to the board.

**Event Coordinator (Nicole)**

Tip off night went smoothly and the amount of time was adequate to get through everything. The facilities were better this year and the sound system was improved. There was recommendation to continue to have Tip Off Night at IKE and use that as the home base.

Action Item: Work on Hopkins Night to confirm date.

**Spirit Wear (Shauna)**

The board reviewed samples for the shooting shirt and the logo designs that were recommended. The board decided on the Always Royal logo for this season. There are also three secured sponsorships that have been confirmed and two additional ones that Gregg is working on.

### **Tournament Update (Tony)**

Tournament scheduled was distributed to the board for the upcoming season and has been updated to the website. So far we have approximately 161 commitments for the Hopkins tournament.

### **Coaching Update (Justin)**

Equipment has been distributed to all of the coaches. Equipment includes cones (4<sup>th</sup> & 5<sup>th</sup> grade), first aid kit, ice packs, 3 balls and pennies and agility ladders. There was also discussion about getting weighted balls as additional equipment for coaches. The board also discussed doing Focus clinics for February and January. The approved the coaching salaries for Jamal and Maurice and an increase for Parrish.

Action Item: Justin will determine dates and times for Focus Clinic. The board will review moving Rob into the Assistant Coaching Director's position.

### **Facilities Update (Renee)**

November schedule was distributed to the staff for review of dates. November 8<sup>th</sup> is a district conference date and practices will be held on October 19<sup>th</sup> for MEA.

### **Marketing/Social Media/Sponsorship Update (Curtis)**

Curtis will be working on getting a Coaches Corner page established on the website with a brief write up and adding pictures. He will also be calling Chipotle for a sponsorship night that coincides with picture night.

### **Volunteer Update (Amara)**

Pictures night is scheduled for November 6. Lydia and Stacie will assist Amara with the distribution of uniforms and organizing during picture night. The board had to conclude the meeting before getting an update regarding volunteers and team parent update.

### **Team Parent (Stacie)**

We did not get to an update for this agenda item due to a lack of time. Meeting concluded at 9:10 p.m.

Action Item: November agenda items will start with Volunteer Update, Team Parent Update, Facilities and Marketing

## Addendum

### Policy Revision

#### Guideline #9 – Eligibility for Financial Aid

- Players who qualify for the free or reduced lunch program at their schools qualify for a reduced enrollment fee (i.e., scholarship rate).

**(New)** • Families who have three or more children the program during the same season qualify for a reduced enrollment fee. The multi-player family reduced fee will be the same as the scholarship rate for a given season. The discount shall be applied: 1) to the lowest registration rates applicable to the family (i.e., applied to a 4<sup>th</sup> grade enrollment rather than a 5-8<sup>th</sup> grade enrollment) and 2) only after two full-priced registration fees have been paid by that same family. The multi-player family discount only applies to legal siblings (by birth, marriage or adoption) within the same family.

#### Team Practices **(new standard)**

To provide a consistent experience for all teams and to provide expectations to our players and families, all teams shall follow the standard practice schedule below. While other optional activities may be offered from time to time (with board approval), there shall not be additional practice or training expectations placed on a team by an individual coach. Additionally, practices shall take place in the facilities that are scheduled and provided by HRBBA.

4<sup>th</sup> grade = 2 days per week, 90 minutes

5<sup>th</sup> through 8<sup>th</sup> grade = 3 days per week, 90 minutes

2017 Tryout Feedback	Post-Tryout Discussion/Next Steps
<ul style="list-style-type: none"> <li>• Change wording on tryout process that parents see to indicate “we will respond to any questions” or something like that versus “provide feedback” makes it sound like they will get the tryout form</li> </ul>	<p>Joan to provide suggested revision to Dana to incorporate into next years try resource documents</p>
<ul style="list-style-type: none"> <li>• Think about whether two full nights of 4th/5th grade extended is needed or if one night each for 2 hours would suffice.</li> <li>• HRBBA did not do well executing and communicating the coach selection process for 4-5th grade parent volunteer coaches</li> </ul>	<p>Since the extended tryouts have been reduced from previous years already, feasible to reduce it to one night for each grade. However, we could consider gyms in the activity center, so 4th and 5th extended tryouts can occur simultaneously would require more volunteers, but reduce the length of the night overall.</p> <p>Develop a process for recruiting, interviewing and selecting parent coaches. this separate from the player evaluations and team placement, especially if evaluators are involved.</p>

- We need to have to have an equitable amount of input on team formation between the coaches and the evaluators. The coach Chambers situation was a mess. I don't think it was the process as much as his personality and lack of communication of what was expected of him. Although it was hard to clarify that with him at that time given how upset he was.

- Clarify roles for board members, evaluators, potential coaches including who specifically will be involved in the team selection conversations/process BEFORE extended evaluations begin.

Partially addressed in feedback items 2 above and 12 below.

In addition, it needs to be made clear to new coaches (and reminders provided) that practices can not be held outside of Hopkins facilities and without the approval of the organization.

- Make sure we check addresses and schools if they appear to be out of Hopkins district.

A school drop down will be added with the names of all schools in the Hopkins district with an "other" option that will require the registrant to write-in their school. During try-outs, a board member will search the school field along with the address to determine if players are eligible. If a player doesn't appear to be eligible, their name can be added to a list and a conversation can occur prior to try-outs.

- Overall I think it went pretty well. Improvements are needed, but don't have a great answer for evaluator process (may always be a challenge regardless of format)

Addressed in feedback item 12 below

- I think we should clarify reasons to cut at junior levels. I think we worked hard to keep from cutting at the 4th grade level, but it's unclear if the same approach took place at the 5th grade level.

Discussion needed to clarify problem and potential solution.

- I think for the most part tryouts went off without a hitch. With that being said a couple of things I observed/heard does trouble me. For example, allegedly board member(s) may have tried to influence team placement. Another example, early release of team placement information prior to public announcement.

Not knowing the history, I would suggest that an independent group of evaluators alongside the coaches and the coaching board handle the in gym tryout process. For things that happen outside of the gym I don't feel I have enough exposure to make recommendations.

Discussion needed to clarify problem and potential solution. It appears it was addressed by in 12.

- How did board members allegedly influence team placement?
- Were team selections released prior to official announcement and, if so, what circumstances?

- Ensure clear roles for work that needs to be done following tryouts

Ensure that prior to tryouts, someone is identified to send cut emails, field phone calls following the cooling off period, implement any "late" team placement changes, handle late registration requests, etc.

- Tryouts are a long weekend for volunteers

Depending on the size of the board, try to utilize a schedule for board member length of time individual volunteers are needed. This will be easier if outside the gym is used.

- Only one laptop in the registration room is inefficient

Attempt to make the registration document accessible to multiple people at that birth certificate, volunteer check can be tracked in real time rather than paper fact.

- Paper registration is inefficient

Consider requiring everyone to register on-line with an option (if scholarship and pay in person at the registration. There could be a pop-up message that the effect of - if you do not qualify for the scholarship, you will need to pay the time of tryouts.

• One thing I suggest is to explore having outside evaluators brought in for tryouts as it is common practice in other organizations, for ex. Wayzata.

Explore various ways to incorporate outside evaluators into tryouts, for instance

1. Connect with organizations that use this tryout structure and discuss cost
2. consider if best for all grades or older grades only
3. consider whether to use all outside evaluators or a mix of previous coaches and evaluators
4. consider removing coaches from the team placement conversation
5. If interested in exploring option of outside evaluators, incorporate previous feedback to help provide background info on players going into the tryout